



Foreign Affairs Manual

3 FAM – Personnel

Change Transmittal: PER-626

Date: June 1, 2010

3 FAM 3910 LANGUAGE-INCENTIVE PAY

Changes

1. 3 FAM 3910, Language-Incentive Pay:

- **3 FAM 3912, Definitions:** Definitions have been added on asymmetric language-incentive pay and language-incentive pay.
- **3913.1, Basic Eligibility Criteria:** This section contains a new paragraph b regarding eligibility requirements for asymmetric language-incentive pay.
- **3914.1, Language-Proficiency Payment:** This section contains a new paragraph b on asymmetric-language proficiencies and corresponding asymmetric language-incentive pay rates.

2. **Change Transmittal** has replaced the term, Transmittal Letter. Change transmittal was selected as being more appropriate in this age of electronic information transmission. The FAM volume's transmittal acronym and numerical series remains in place.

3. Revisions will appear in *italic* and *dark magenta*. Other than formal titles, the italic and dark magenta will be removed the next time the material is updated. Only current changes will appear in italic and dark magenta. Italic and dark magenta provide a historical record of changes. New or substantially revised subchapters will not appear in italic and dark magenta.

4. Officers are reminded that Department-issued materials not codified in the Foreign Affairs Manual or its supplemental Foreign Affairs Handbook series generally have no regulatory validity (see 2 FAM 1115.2).

Filing Instructions for Paper Copies

1. Remove and discard old subchapter 3 FAM 3910 (CT:PER-597, 05-23-2007; 12 pages) and replace it with revised subchapter 3 FAM 3910 (14 pages).
2. After inserting the material in the binder, insert this change transmittal immediately following the CT (formerly TL) checklist, then fill in the entry line for CT:PER-626, and initial.

Distribution Notice

1. The Foreign Affairs Manual and Handbooks (unclassified) official version can be found on the State Department's Intranet site.
2. All posts and offices keeping paper versions of the Foreign Affairs Manual are responsible for maintaining the FAM on a current basis (see 2 FAM 1116.5).
3. Use **KFAM** and **AINF** TAGS on **all** communications on FAM/FAH issues; direct questions concerning issuance, validity, and updating to A/GIS/DIR. Direct questions concerning substance and interpretations to the office indicated at the end of this change transmittal.

(HR/CDA)